

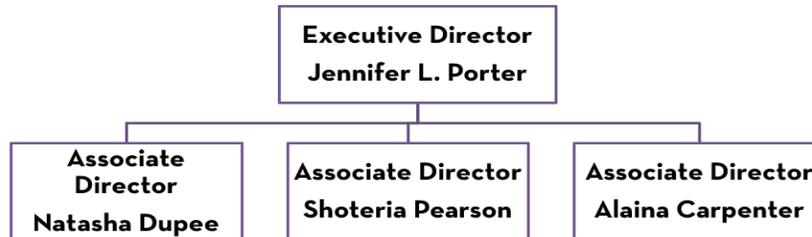
**Fiscal Year 2022 Performance Oversight Questions**  
***Office on Women's Policy and Initiatives***

**A. ORGANIZATION AND OPERATIONS**

1. Please provide a complete, up-to-date **organizational chart** for the agency and each division within the agency, including the names and titles of all senior personnel. Please include an explanation of the roles and responsibilities for each division and subdivision within the agency. ***Please see table below.***
  - Please include a list of the employees (name and title) for each subdivision and the number of vacant, frozen, and filled positions. For vacant positions, please indicate how long the position has been vacant.
  - Please provide a narrative explanation of any changes to the organizational chart made during the previous year.
  
  - **MOWPI does not have any vacancies.**



**ORGANIZATION CHART**



**Boards and Commissions**

- Commission for Women
- Thrive By Five Coordinating Council

2. Please list each **new program** implemented by the agency during FY 2022 and FY 2023, to date. For each initiative please provide:
  - A description of the initiative, including when begun and when completed (or expected to be completed).

***National Maternal & Infant Health Summit***

*Mayor Muriel Bowser's National Maternal & Infant Health Summit has been a keystone event since its inception in 2018. The 2022 Summit was planned and executed by the Mayor's Office on Women's Policy & Initiatives, Mayor's Office of Community Affairs and community partners and stakeholders. It offered the opportunity to build on the growing public awareness and interest in perinatal health and wellness. With a focus on the district's investments in the health of women,*

*babies, and families, the Summit brought together DC residents, elected officials, health and education officials, and community-based partners to collaborate and explore strategies to improve perinatal health and address racial disparities in birth outcomes. Innovation across the nation was happening because of Covid and Mayor Bowser invited leaders and moms from across the US to the capital to discuss novel innovation happening in maternal and infant health. This Summit was an experiential opportunity to learn, cross share, garner ideas and see tested outcomes of innovation that is happening in the public and private sector. From economic recovery assistance pilots for moms to housing innovation to insurance literacy initiatives this event will serve as a convening to share innovation and learn.*

**Washington Coalition of Professional Women's Sports Teams Sports Bra Initiative:** The Washington Spirit alongside, the Washington Mystics, DC Shadow (women's professional ultimate Frisbee team), and DC Divas (women's professional football team) came together to form The Washington Coalition of Professional Women's Sports. The Coalition is dedicated to community service in the DC area and will work to broaden the impact of each organization through joint initiatives while raising awareness for the abundance of professional women's sports teams in the DC region. The Coalition was announced on March 25th for Women's History Month and immediately launched the Sports Bra Initiative this Spring. All the sports teams along with MOWPI collected, sorted and distributed sports bras to young girl athletes. The young athletes were provided with education regarding bra sizing to increase confidence while engaging in sports.

- ◆ The funding required to implement the initiative; ***MOWPI works with the Mayor's office on partnership and community partners who support these citywide initiatives. MOWPI's partnerships and MOU's are contracts of the Executive Office of the Mayor our partnerships and actual spend are reflected in the global Budget of the Executive Office of the Mayor***
- ◆ Any documented results of the initiative.
  - **MOWPI is still in post evaluation with these initiatives and looks forward to sharing the results in the annual report.**

3. Please provide a complete, up-to-date **position listing** for your agency, ordered by program and activity, and including the following information for each position:
- Title of position;
  - Name of employee or statement that the position is vacant, unfunded, or proposed;
  - Salary and fringe benefits (separately), including the specific grade, series, and step of position;
  - Job status (continuing/term/temporary/contract);
  - Whether the position must be filled to comply with federal or local law.
    - **No**
  - Please note the date that the information was collected
    - February 7, 2023

1	Name	Title	begin date	step	Grade	status	Salary	FTE x Dist %
2	Carpenter,Alaina Yvonne	Associate Director	6/13/2022	0	5	term	79,392.16	1
3	Dupee,Natasha T'Mika	Associate Director	6/13/2022	0	5	term	79,392.16	1
4	Porter,Jennifer Lori	Executive Director	2/1/2019	0	7	term	134,008.35	1
5	Pearson,Shoteria	Associate Director	3/14/2022	0	5	term	79,392.16	1
6								
7								

- - Does the agency conduct annual **performance evaluations** of all of its employees, and was this done in FY 2022? Who conducts such evaluations?
    - **Yes. The MOWPI Director conducts performance evaluation for MOWPI employees. MOWPI's Director meets with all MOWPI employees regularly to discuss performance goals, an annual work plan, and work progress.**

4.

- Are they performance measures by which employees are evaluated? What steps are taken to ensure that all agency employees are meeting individual job requirements? Agency director meets with staff weekly for supervision on performance and professional goals. MOWPI holds quarterly trainings with DCHR leadership development team on team building, communication and productivity. MOWPI Director regularly gauges what steps are taken when an employee does not meet individual job requirements?  
**The Director works with MOWPI staff to identify needed training, workshops and/or technical assistance is needed to support quality standard for employee performance.**

5. Please list all **employees detailed** to or from your agency, if any. Please provide the reason for the detail, the detailed employee's date of detail, and the detailed employee's projected date of return. **MOWPI does not have any detailed employees**

6. Please provide the position name, organization unit to which it is assigned, and hourly rate of any **contract workers** in your agency, and the company from which they are contracted. **MOWPI does not have any contract workers.**

7. Please provide the Committee with:

- A list of all employees who receive cellphones or similar communications devices at agency expense.
  - ◆ **Jennifer Porter- cell phone**
  - ◆ **Alaina Carpenter- cell phone**
  - ◆ **Shoteria Pearson- cell phone**
  - ◆ **Natasha Dupee- cell phone**
- Please provide the total cost for mobile communications and devices at the agency for FY 2022 and FY 2023 to date, including equipment and service plans.

**The Executive Office of the Mayor manages budget at the Agency level. Accordingly, for MOWPI, equipment, supplies, mobile communications and devices budget total and reflected in reporting for budget AA0.**

- A list of all vehicles owned, leased, or otherwise used by the agency and to whom the vehicle is assigned.

- ***MOWPI does not own or have an assigned vehicle.***
  - A list of employee bonuses or special award pay granted in FY 2022 and FY 2023, to date.
    - ***MOWPI employees do not have any bonuses or special awards granted in FY 22 or 23***
  - A list of travel expenses, arranged by employee.
    - ***MOWPI does not have any employee travel expenses.***
  - A list of the total overtime and worker's compensation payments paid in FY 2022 and FY 2023, to date.
    - ***MOWPI did not award any workers compensation or overtime in FY 22 or 23.***
8. Please provide a list of each **collective bargaining agreement** that is currently in effect for agency employees.
- ***MOWPI does not have any collective bargaining agreements.***
    - Please include the bargaining unit (name and local number), the duration of each agreement, and the number of employees covered.
      - ***This is not applicable to MOWPI.***
    - Please provide, for each union, the union leader's name, title, and his or her contact information, including e-mail, phone, and address if available.
      - ***This is not applicable to MOWPI.***
    - Please note if the agency is currently in bargaining and its anticipated completion date.
      - ***This is not applicable to MOWPI.***
9. Please identify all **electronic databases** maintained by your agency, including the following:
- ***MOWPI works within MOCA to utilize salesforce, a web-based system to keep track, retain, and engage residents in our distribution for our newsletter, and call logs. This database is not public and discussion to migrate from salesforce is currently happening with MOCA leadership.***
    - A detailed description of the information tracked within each system;
    - The age of the system and any discussion of substantial upgrades that have been made or are planned to the system;
    - Whether the public can be granted access to all or part of each system.
10. Please describe the agency's procedures for investigating allegations of **sexual harassment** or misconduct committed by or against its employees. List and describe any allegations received by the agency in FY 2022 and FY 2023, to date, and whether and how those allegations were resolved.

***The Director of MOWPI serves as EOM's Sexual Harassment Offer (SHO). Consistent with other offices in MOWPI's protocol is to submit all Sexual harassment claims to the EOM sexual harassment officer and general counsel for investigation and filing in keeping with the office on human rights***

*protocols for workplace reporting. MOWPI did not have any allegations in FY22 and FY23.*

11. For any **boards or commissions** associated with your agency, please provide a chart listing the following for each member: DC commission For Women, Thrive by Five Coordinating Council (New)
- The member’s name;
  - Confirmation date;
  - Term expiration date;
  - Whether the member is a District resident or not;
  - Attendance at each meeting in FY 2022 and FY 2023, to date.
  - Please also identify any vacancies.

Commission for Women  
Vacancies:1

	First Name	Last Name	BOARD OR COMMISSION - B or C	Seat Designation (specific role)	Appointment Status	Appointee Designation	Term end	Ward of Residence	# of meetings attended
1	Veronica	Nelson	Commission for Women	Public Member	Active / filled seat	Mayoral Appointee, Public Member	4/20/2024	Ward 8	5
2	Angie Sue	Lundy	Commission for Women	Public Member	Active / filled seat	Mayoral Appointee, Public Member	4/20/2024	Ward 7	2
3	Athena	Cross	Commission for Women	Public Member	Active / filled seat	Mayoral Appointee, Public Member	4/20/2024	Ward 4	4
4	Kaitlin	Rizk	Commission for Women	Public Member	Active / filled seat	Mayoral Appointee, Public Member	4/20/2024	Ward 5	3
5	LaKeitha	Anderson	Commission for Women	Public Member	Active / filled seat	Mayoral Appointee, Public Member	4/20/2024	Ward 4	1
6	Nina	Robinson	Commission for Women	Public Member	Active / filled seat	Mayoral Appointee, Public Member	4/20/2024	Ward 7	4
7	Chole	Louvouezo	Commission for Women	Public Member	Active / filled seat	Mayoral Appointee, Public Member	4/20/2024	Ward 5	1
8	Ayris	Scales	Commission for Women	Public Member	Active / filled seat	Mayoral Appointee,	4/20/2024	Ward 7	3

						Public Member			
9	Adjoa	Asamoah	Commission for Women	Public Member	Active / filled seat	Mayoral Appointee, Public Member	4/20/2024	Ward 2	5
10	Tiffini	Greene	Commission for Women	Public Member	Reappointed member in progress	Mayoral Appointee, Public Member	4/20/2024	Ward 4	3
11	Camelia	Mazard	Commission for Women	Public Member	Reappointed member in progress	Mayoral Appointee, Public Member	4/20/2024	Ward 2	2
12	Susan	Sarfati	Commission for Women	Public Member	Reappointed member in progress	Mayoral Appointee, Public Member	4/20/2024	Ward 6	4
13	Jessica	Tunon	Commission for Women	Public Member	Reappointed member in progress	Mayoral Appointee, Public Member	4/20/2024	Ward 1	2
14	Jennifer	Luray	Commission for Women	Public Member	Reappointed member in progress	Mayoral Appointee, Public Member	4/20/2024	Ward 3	4
15	Jessica	Stamp	Commission for Women	Public Member	Reappointed member in progress	Mayoral Appointee, Public Member	4/20/2024	Ward 4	1
16	Giovantey	Bishop	Commission for Women	Public Member	Reappointed member in progress	Mayoral Appointee, Public Member	4/20/2024	Ward 4	5
17	Mia	Keeyes	Commission for Women	Public Member	Reappointed member in progress	Mayoral Appointee, Public Member	4/20/2024	Ward 7	2
18	Lanice	Williams	Commission for Women	Public Member	Reappointed member in progress	Mayoral Appointee, Public Member	4/20/2024	Ward 5	2
19	Susan	Markham	Commission for Women	Public Member	Reappointed member in progress	Mayoral Appointee, Public Member	4/20/2024	Ward 4	1
20	Jenifer	Porter	Commission for Women	Public Member	Reappointed member in progress	Mayoral Appointee, Public Member	4/20/2024	Ward 5	2

Thrive By Five Council  
Vacancies: 10

First Name	Last Name	BOARD OR COMMISSION - B or C	Seat Designation (specific role)	Appointment Status	Appointee Designation	Term end	Ward of Residence
Cheryl	Ohlson	Mayor's Thrive By Five Coordinating Council	Chancellor of the District of Columbia Public Schools designee	Active / filled seat	Mayoral Appointee, DC Agency Representative	1/2/2027	
Theresa	Early	Mayor's Thrive By Five Coordinating Council	Department of Human Services (DHS) designee	Active / filled seat	Mayoral Appointee, DC Agency Representative	1/2/2027	
Ellen	Riordan	Mayor's Thrive By Five Coordinating Council	Executive Director of the District of Columbia Public Library (DCPL) designee	Active / filled seat	Mayoral Appointee, DC Agency Representative	1/2/2027	Maryland Resident
Jennifer	Porter	Mayor's Thrive By Five Coordinating Council	Executive Director of the Thrive by Five Coordinating Council	Active / filled seat	Mayoral Appointee, DC Agency Representative	1/2/2027	
Yael	Meirovich	Mayor's Thrive By Five Coordinating Council	Community Member	New member appointment in progress	Mayoral Appointee, Public Member	3/1/2024	Ward 1
Seteria	Toney	Mayor's Thrive By Five Coordinating Council	Community Member	New member appointment in progress	Mayoral Appointee, Public Member	3/1/2024	Ward 2
Michelle	Parrish	Mayor's Thrive By Five Coordinating Council	Community Member	New member appointment in progress	Mayoral Appointee, Public Member	3/1/2024	Ward 5

Brenda	Donald	Mayor's Thrive By Five Coordinating Council	Child and Family Services Agency (CFSA) designee	New member appointment in progress	Mayoral Appointee, DC Agency Representative	1/2/2027	
Barbara	Parks	Mayor's Thrive By Five Coordinating Council	Department of Behavioral Health (DBH) designee	New member appointment in progress	Mayoral Appointee, DC Agency Representative	1/2/2027	
Vanessa	Weatherington	Mayor's Thrive By Five Coordinating Council	Department of Employment Services (DOES) designee	New member appointment in progress	Mayoral Appointee, DC Agency Representative	1/2/2027	
LaJoy	Johnson-Law	Mayor's Thrive By Five Coordinating Council	Community Member	New member appointment in progress	Mayoral Appointee, Public Member	3/1/2024	
Dominique	Spencer	Mayor's Thrive By Five Coordinating Council	An administrator, director, or leader of a District based child care organization	New member appointment in progress	Mayoral Appointee, Public Member	3/1/2024	
Ruqiyah	Abu-Anbar	Mayor's Thrive By Five Coordinating Council	Executive Director of DC Action or board member	New member appointment in progress	Mayoral Appointee, Public Member	3/1/2024	
Brenda	Donald	Mayor's Thrive By Five Coordinating Council	Child and Family Services Agency (CFSA) designee	New member appointment in progress	Mayoral Appointee, DC Agency Representative	1/2/2027	
Michelle	Walker-Davis	Mayor's Thrive By Five Coordinating Council	Chair of the Public Charter School Board designee (PCSB)	New member appointment in progress	Mayoral Appointee, DC Agency Representative	3/1/2024	

Sara	Mead	Mayor's Thrive By Five Coordinating Council	Chair of State Early Childhood Development Coordinating Council	New member appointment in progress	Mayoral Appointee, Public Member	3/1/2024	
Nia	Bodrick	Mayor's Thrive By Five Coordinating Council	Member of the District of Columbia Chapter of the American Academy of Pediatrics	New member appointment in progress	Mayoral Appointee, Public Member	3/1/2024	Ward 6
Robin	Diggs Perdue	Mayor's Thrive By Five Coordinating Council	Department of Health (DOH) designee	New member appointment in progress	Mayoral Appointee, DC Agency Representative	3/1/2024	
Dea	Sloan	Mayor's Thrive By Five Coordinating Council	A representative of the District of Columbia Academy of Family Physicians	Offer Extended to Candidate	Mayoral Appointee, Public Member	3/1/2024	

12. Please list the **task forces and organizations**, including those inside the government such as interagency task forces, of which the agency is a member and any associated membership dues paid.

- ***MOWPI has a seat on the DC Domestic Violence Fatality Review Board. Director Jennifer Porter maintains that seat on behalf of the agency.***

13. What has the agency done in the past year to make the activities of the agency more **transparent** to the public?

- ***MOWPI increased social media outreach and call logs to phones of residents to share upcoming events and initiatives. MOWPI shared email blasts and newsletters for upcoming initiatives of the agency and government wide resources for women.***

14. How does the agency solicit **feedback** from customers? Please describe.

- ***MOWPI regularly conducts post event evaluations and works closely with our commission for women to gauge feedback, needed updates and changes for internal practices. The agency works with MOCRS and other***

***MOCA agency outreach teams to learn about existing gaps in intersectional segments of our target population.***

- What is the nature of comments received? Please describe. ***We look forward to sharing feedback in our annual report***
- How has the agency changed its practices as a result of such feedback?

15. Please complete the following chart about the residency of **new hires**:

**Number of Employees Hired in FY 2022 and FY 2023, to date**

<i>Position Type</i>	<i>Total Number</i>	<i>Number who are District Residents</i>
Continuing	4	4
Term	0	0
Temporary	0	0
Contract	0	0

16. Please provide the agency’s FY 2022 Performance Accountability Report. ***MOWPI’s performance measures are included and reflected in the report of the Executive Office of the Mayor and reported out in aggregate with the cluster’s annual reporting.***

**B. BUDGET AND FINANCE**

17. Please provide a chart showing the agency’s **approved budget and actual spending**, by division, for FY 2022 and FY 2023, to date. In addition, please describe any variance between fiscal year appropriations and actual expenditures for each program and activity code. ***MOWPIs’ budget is included in the Mayor’s Office of Community Affairs’ budget.***

18. Please list any **reprogramming**, in, out, or within, related to FY 2022 or FY 2023 funds.

- ***MOWPI did not have any reprograming for FY 22 or 23***
  - For each reprogramming, please list:
    - The reprogramming number;
    - The total amount of the reprogramming and the funding source (i.e., local, federal, SPR).
    - The sending or receiving agency name, if applicable.
    - The original purposes for which the funds were dedicated.
    - The reprogrammed use of funds.

19. Please provide a complete accounting for all **intra-District transfers** received by or transferred from the agency during FY 2022 and FY 2023, to date, including:

- ***MOWPI did not have any Intra-District Transfers for FY 22 or 23***
  - Buyer agency and Seller agency;
  - The program and activity codes and names in the sending and receiving agencies’ budgets;
  - Funding source (i.e. local, federal, SPR);

- Description of MOU services;
- Total MOU amount, including any modifications;
- The date funds were transferred to the receiving agency.

20. Please provide a list of all **MOUs** in place during FY 2022 and FY 2023, to date, that are not listed in response to the question above.

- **AAUW/ DOES**

21. Please identify any **special purpose revenue accounts** maintained by, used by, or available for use by your agency during FY 2022 and FY 2023, to date. For each account, please list the following: ***MOWPI does not have any special purpose revenue accounts.***

- The revenue source name and code;
- The source of funding;
- A description of the program that generates the funds;
- The amount of funds generated by each source or program in FY 2022 and FY 2023, to date;
- Expenditures of funds, including the purpose of each expenditure, for FY 2022 and FY 2023, to date.

22. Please provide a list of all projects for which your agency currently has **capital funds** available. Please include the following: ***MOWPI does not have any capital funds for projects currently***

- A description of each project, including any projects to replace aging infrastructure (e.g., water mains and pipes);
- The amount of capital funds available for each project;
- A status report on each project, including a timeframe for completion;
- Planned remaining spending on the project.

23. Please provide a complete accounting of all **federal grants** received for FY 2022 and FY 2023, to date, including the amount, the purpose for which the funds were granted, whether those purposes were achieved and, for FY 2022, the amount of any unspent funds that did not carry over. ***MOWPI does not have any current federal grants***

24. Please list each contract, procurement, lease, and grant ("**contract**") awarded, entered into, extended and option years exercised, by your agency during FY 2022 and FY 2023, to date. For each contract, please provide the following information, where applicable:

25. MOWPI has until the end of 2023 to satisfy the grant requirements.

- The name of the contracting party;
- The nature of the contract, including the end product or service;
- The dollar amount of the contract, including budgeted amount and actually spent;
- The term of the contract;

- Whether the contract was competitively bid or not;
- The name of the agency’s contract monitor and the results of any monitoring activity;
- Funding source;
- Whether the contract is available to the public online.

26. Please provide the details of any **surplus** in the agency’s budget for FY 2022, including: ***MOWPI does not have any surplus***

- Total amount of the surplus;
- All projects and/or initiatives that contributed to the surplus.

**C. LAWS, AUDITS, AND STUDIES**

27. Please identify any **legislative requirements** that the agency lacks sufficient resources to properly implement. ***This is not applicable to MOWPI at this time.***

28. Please identify any statutory or regulatory **impediments** to your agency’s operations or mission. ***This is not applicable to MOWPI at this time.***

29. Please list all **regulations** for which the agency is responsible for oversight or implementation. Where available, please list by chapter and subject heading, including the date of the most recent revision. ***This is not applicable to MOWPI at this time.***

30. Please explain the impact on your agency of any **federal legislation or regulations** adopted during FY 2022 that significantly affect agency operations or resources. ***This is not applicable to MOWPI at this time.***

31. Please provide a list of all studies, research papers, and analyses (“**studies**”) the agency requested, prepared, or contracted for during FY 2022. Please state the status and purpose of each study. ***This is not applicable to MOWPI at this time.***

32. Please list and describe any ongoing **investigations**, audits, or reports on your agency or any employee of your agency, or any investigations, studies, audits, or reports on your agency or any employee of your agency that were completed during FY 2022 and FY 2023, to date. ***MOWPI does not have any audits or investigations during FY 22 and FY 23***

33. Please identify all **recommendations** identified by the Office of the Inspector General, D.C. Auditor, or other federal or local oversight entities during the previous 3 years. Please provide an update on what actions have been taken to address these recommendations. If the recommendation has not been implemented, please explain why. ***MOWPI did not have any recommendations during FY 22 and FY 23***

34. Please list any **reporting** requirements required by Council legislation and whether the agency has met these requirements. N/A

35. Please list all pending **lawsuits** that name the agency as a party, and provide the case name, court where claim was filed, case docket number, and a brief description of the case. ***MOWPI was not named in any lawsuits in FY 22 and 23***
36. Please list all **settlements** entered into by the agency or by the District on behalf of the agency in FY 2022 or FY 2023, to date, including any covered by D.C. Code § 2-402(a)(3), and provide the parties' names, the amount of the settlement, and if related to litigation, the case name and a brief description of the case. If unrelated to litigation, please describe the underlying issue or reason for the settlement (e.g. administrative complaint, etc.). ***MOWPI did not enter any settlements in FY 22 and 23***
37. Please list any **administrative complaints or grievances** that the agency received in FY 2022 and FY 2023, to date, broken down by source. Please describe the process utilized to respond to any complaints and grievances received and any changes to agency policies or procedures that have resulted from complaints or grievances received. For any complaints or grievances that were resolved in FY 2022 or FY 2023, to date, describe the resolution. ***MOWPI did not receive any complaints or grievances in FY 22 and 23***

#### **D. EQUITY**

38. How does the agency assess whether programs and services are equitably accessible to all District residents? ***MOWPI regularly engages women across all 8 wards, including individual residents, women serving organizations, community leaders and partner agencies to assess where programs and government initiatives should be amplified further. MOWPI works with sister agencies and community partners to execute programs across all 8 wards. Our capacity is both diversified and increased by such collaboration. In partnerships we work together to prioritize both need and accessibility with implementing agencies and organizations.***
- What were the results of any such assessments in FY 2022?
  - What changes did the agency make in FY 2022 and FY 2023, to date, or does the agency plan to make in FY 2023 and beyond, to address identified inequities in access to programs and services? ***MOWPI targeted many FY 22 programing in Ward 7 & 8 including last year's Women's Equality Day programming, National Women's Health Week programs and our youth outreach focuses in Ward 8.***
  - Does the agency have the resources needed to undertake these assessments? What would be needed for the agency to more effectively identify and address inequities in access to agency programs and services. ***MOWPI will continue to work with existing agencies to conduct assessment of our outreach and always looks forward to learning ways we can increase our impact with targeted programing.***

39. Does the agency have a racial or social equity statement or policy? Please share that document or policy statement with the Committee. Please share that document or policy statement with the Committee. ***MOWPI does not have an internal racial or social equity statement and its policy is consistent with that of the Executive Office of the Mayor.***
- How was the policy formulated?
  - How is the policy used to inform agency decision-making?
  - Does the agency have a division or dedicated staff that administer and enforce this policy?
  - Does the agency assess its compliance with this policy? If so, how, and what were the results of the most recent assessment?
40. Does the agency have an internal equal employment opportunity statement or policy? Please share that document or policy statement with the Committee. ***MOWPI is an office within the Executive Office of the Mayor, which sets and manages human resources policy and procedures. MOWPI follows and implements the policy as set by the Executive Office of the Mayor.***
- How was the policy formulated?
  - How is the statement or policy used to inform agency decision-making?
  - Does the agency have a division or dedicated staff that administer and enforce this policy?
  - Does the agency assess its compliance with this policy? If so, how, and what were the results of the most recent assessment?

#### **E. COVID-19 PANDEMIC RESPONSE**

41. Please give an overview of any programs or initiatives the agency has started in response to COVID-19, to date, and whether each program or initiative is still in effect.
- ***Financially Fit DC Women- Financially Fit DC Women is an initiative to give fiscally focused district women a front row to tools and investment the district has for developing strong financial foundation. This series continues in both virtual and in person offerings and is a partnership with the Department of Insurance, Securities and Banking.***
  - ***Well Women Wednesdays Virtual Self Care Series- Well Women Wednesday Virtual Series was created to help women continue their wellness journey during covid by connecting to district wellness resources and district women leaders in the areas of health and fitness. This program is still in effect and the next program will occur this March.***
42. Which of the agency's divisions are currently working remotely?
- What percentage of the agency's total employees currently work remotely? ***All agency employees telework one day weekly 20%***

- Please provide a copy of the agency's Continuing Operations Plan and any remote working protocol. ***MOWPI follows under the EOMs Continuity of Operations Plan, but it is only for internal review.***
43. How has the agency ensured that all staff have access to necessary equipment and a stable internet connection to work from home? ***All staff have telework enabled devices including mobile phones and computers enabled with DC VPN and Wi-Fi to assure access and connection is sufficient for telework and field work operations.***
44. Was the agency a recipient of any federal grants stemming related to the COVID-19 pandemic during FY 2022 and FY 2023, to date, and, if so, how were those federal grant dollars used? ***No.***
45. How has the agency updated its methods of communications and public engagement to connect with customers since the start of the pandemic?
- ***MOWPI has increased public engagement through canvassing neighborhoods, social media outreach, MOWPI commissioners engaging their community networks for outreach, hosting targeted programing and continuously adding to our e-blast and newsletter list serve.***

## Fiscal Year 2022 Performance Oversight Questions

### Mayor's Office of Women's Policy and Initiatives

1. Please describe the most prevalent women's issues MOWPI identified during FY22 and FY23, to date, and how these issues were identified.
  - Pay Equity for Women
  - Domestic Violence Prevention
  - Maternal & Infant Health
  - Career development for youth & economic empowerment
  - a. What data was collected by MOWPI on each issue? ***MOWPI has not conducted a formal collection of data on these issues but works with sister agencies who produce annual reports including the DC Health Equity Report, DVFRB annual report which guide our work to address each issue.***
  - b. How did MOWPI work to address each issue?
    - a. Economic Equality
      - i. In our effort to support the pathway to the middle class for District women MOWPI partners with the American Association of University Women (AAUW) and with our DC Department of Employment Services to offer our ***WorkSmart Wage Negotiation Trainings*** for women. Each participant leaves with strategy and tools to negotiate their worth and push district women toward equitable wages.
      - ii. **Financially Fit District Women is an initiative** designed especially for women to highlight economic empowerment as a tool for women to thrive and become fiscally focused. During these virtual series, we covered issue areas that are common to women, from budgeting to family planning.
    - b. Domestic Violence
      - i. MOWPI worked with agency partners OVSJG and DISB to offer ***Financially Fit DC Women*** workshop to discuss the realities of financial abuse and district resources to support women survivors and those at risk.
      - ii. MOWPI works each year with the DC Coalition Against Domestic Violence to observe ***Purple Thursday*** an awareness campaign and initiative to bring awareness through the administration to district agencies, nonprofits and investments that support the survivor community and promote prevention and education.
    - c. Maternal & Infant Health
      - i. **Black Maternal Health Week**
        1. Black Mamas Matter Alliance created Black Maternal Health Week to raise awareness about the national Black maternal health crisis, which was officially recognized by

the White House in 2021. DC Health in partnership with MOWPI is committed to improving maternal health outcomes through programs such as DC Healthy Start, the DC Maternal and Infant Early Childhood Home Visiting program, and Mayor Bowser's National Maternal and Infant Health Summit.

ii. **#MaternalMondays**

1. #MaternalMondays is an initiative of Mayor Bowser's, designed to be a resource for District mothers and families to stay abreast of services and current health trends that promote wellness for both mom and baby. We host monthly segments that address various maternal and infant health topics.

iii. **National Maternal & Infant Health Summit**

Mayor Muriel Bowser's National Maternal & Infant Health Summit has been a keystone event since its inception in 2018. The 2022 Summit was planned and executed by the Mayor's Office on Women's Policy & Initiatives, Mayor's Office of Community Affairs and community partners and stakeholders. It offered the opportunity to build on the growing public awareness and interest in perinatal health and wellness. With a focus on the district's investments in the health of women, babies, and families, the Summit brought together DC residents, elected officials, health and education officials, and community-based partners to collaborate and explore strategies to improve perinatal health and address racial disparities in birth outcomes. Innovation across the nation was happening because of Covid and Mayor Bowser invited leaders and moms from across the US to the capital to discuss novel innovation happening in maternal and infant health. This Summit was an experiential opportunity to learn, cross share, garner ideas and see tested outcomes of innovation that is happening in the public and private sector. From economic recovery assistance pilots for moms to housing innovation to insurance literacy initiatives this event will serve as a convening to share innovation and learn.

d. **Career Development**

- i. MOWPI, in partnership with the Department of Energy and Environment's Green Zone Summer Youth Employment Program, has collaborated to curate personal and professional development programming for girls in the District. This program works with young women ranging from ages 14 to 24 through education and work experiences in the fields of energy and environment. This collaboration beginning in 2019, started with an ask of MOWPI to support these young women by connecting them to resources,

career experts, job training, and empowerment. MOWPI has previously discussed included Mayor Bowser’s District Values and Priorities, Ways to Becoming Financially Fit, Economic Development in the District, Skill Sets to Improving Personal Development, Understanding of How to Grow Professionally, and much more.

- ii. MOWPI partners with Excel Academy which is the only all girl public school in the district. Sister Circle is a program where we engage with our girls to share what we are doing to keep empowering them. Our aim, is always, to amplify government to women, in this case, including our young women residents!

2. Please provide a list of events MOWPI organized and attended, and the corresponding dates and number of attendees, during FY22 and FY23, to date.

	A	B	C	D
1	MOWPI Event Log			
2	Event Name	Date	# of Attendees	
3	International Day of the Girl with Excel Academy	15-Oct-21	78	
4	Financially Fit DC Women:	28-Oct-21		
5	#MaternalMondays Live! Holiday Edition	13-Dec-21		
6	Women’s History Month Proclamation	March 1, 2022 -		
7	DC Commission For Women Meeting	March 2, 2022		
8	Work Smart Salary Negotiation Training	March 3, 2022	164	
9	Excel Academy Sister Circle	March 4, 2022	62	
10	International Women’s Day Proclamation	March 8, 2022 -		
11	Conversations with Women who Lead in Infrastructure	March 8, 2022	66	
12	Women and Girls HIV Awareness Day	March 10, 2022 -		
13	The Rise of the Female Boss	March 15, 2022	27	
14	Atlanta Shootings	March 16, 2022	50	
15	HERSTORY 5k	March 20, 2022	3000	
16	Well Woman Wednesday	March 23, 2022	63	
17	Washington Women of Excellence Awards	March 30, 2022	884	
18	#MaternalMondays: "Families, Finances & the Future."	25-Apr-22		
19	#MaternalMondays: "The Gift of Knowing."	9-May-22		
20	#MaternalMondays: " Providing Dads with the Tools for Health."	13-Jun-22		
21	Department of Energy and Environment’s Green Zone Summer Youth Employment Program: Professional and Personal Development	7/1/2022	48	
22	Department of Energy and Environment’s Green Zone Summer Youth Employment Program: How to Cope with Everyday Challenges	7/8/2022	46	
23	Department of Energy and Environment’s Green Zone Summer Youth Employment Program: How to Develop Your Social Skills & Social Media	7/15/2022	49	
24	#MaternalMondays: "Help Me Grow."	18-Jul-22		
25	Department of Energy and Environment’s Green Zone Summer Youth Employment Program: "How to Manage Your Time/How to Become a Self-Starter"	7/22/2022	49	
	Department of Energy and Environment’s Green Zone Summer Youth Employment Program: "Social Edition" for Teen Mommies			

	A	B	C	D	E	F
25	Department of Energy and Environment's Green Zone Summer Youth Employment Program: "How to Manage Your Time/How to Become a Self-Starter"	7/22/2022	49			
26	Department of Energy and Environment's Green Zone Summer Youth Employment Program: "Special Edition" for Teen Moms "Raising Success" #resiliant	7/29/2022	51			
27	#MaternalMondays: "Bright Beginnings"	22-Aug-22				
28	Women's Equality Day	August 23, 2022	682			
29	#MaternalMondays: Resiliency	29-Aug-22				
30	Mayor Bowser's National Maternal and Infant Health Summit	9/15/2022	1500			
31	Mom Congress	9/18/2022	80			
32	MOWPI Presents: Black Women's Equal Pay Day: Wage Negotiation Workshop with AAUW	September 21, 2022	33			
33	US Department of Labor Equity in Focus Summit	September 22, 2022				
34	#MaternalMondays: "Mental Health for Moms."	3-Oct-22				
35	#MaternalMondays: "Bright Start."	11-Oct-22				
36	MOWPI Presents: Financially Fit DC- Women Domestic Violence Edition	October 19,2022	11			
37	Sports Bra Initiative with Women Sports Coalition	10/27/2022	62			
38	#MaternalMondays: "Increasing Maternity Care Access in DC."	7-Nov-22				
39	Girls Leadership Conference with Right Direction	11-Nov-22	57			
40	#MaternalMondays: "Maternal Mental Health."	14-Nov-22				
41	#MaternalMondays: "What to Expect: Childbirth and Lactation."	21-Nov-22				
42	MOWPI presents: Latinas Equal Pay Day Work Smart Women's Wage Negotiation	December 13,2022	60			
43	MOWPI and MOLA Present: Teens Financial Empowerment Workshon	December 13 2022	17			

- a. How did MOWPI publicize each event? ***MOWPI has increased public engagement through canvassing neighborhoods, social media outreach, MOWPI commissioners engaging their community networks for outreach, hosting targeted programing and continuously adding to our e-blast and newsletter list serve distribution lists to amplify all programs and initiatives. Our distribution numbers are as follows.***

MOWPI's social media platforms:

- a. Newsletter distribution: 5,323
  - b. Twitter: 4,233
  - c. IG: 2,180
  - d. Facebook: 1,700
3. Please provide an update on MOWPI's efforts to reach the community engagement goals outlined in MOWPI's latest annual report.
- i. MOWPI engaged 502 girls in the District through 9 events.
  - ii. Establish new relationships and partner with 40 community leaders and organizations in Wards 5,7 and 8 to support residents through women-related issues.
  - iii. Educate 300 minority women on small business development.

- iv. Create new innovative programming that serves community members to their specific needs per Ward.
  - v. Create community engagement and service projects that allow residents to connect with likeminded women who interest in outreach activities and empowering women.
  - vi. Engage 50 women returning citizens through empowerment programs and workshops.
4. When does MOWPI expect to release the next annual report? ***MOWPI will work with the Mayor's Office of Community Affairs to produce and upload MOWPI's Annual report on its website.***
5. Please list and describe any public and/or private partnerships to address women's issues in the District of Columbia that MOWPI established in FY22 and FY23, to date.
- a. Economic Empowerment Partnerships:
    - i. DISB- we partner with DISB to curate the quarterly series Financially FIT DC Women, which is a series for fiscally focused women to learn about district resources to help them find and fund pathways to the middle class. From topics like savings, retirement and investing for women this series is curated in partnership with DISB.
    - ii. AAUW/ DOES- in our effort to support the pathway to the middle class for District women MOWPI partners with the American Association of University Women (AAUW) and with our DC Department of Employment Services to offer our ***WorkSmart Wage Negotiation Trainings*** for women. Each participant leaves with strategy and tools to negotiate their worth and push district women toward equitable wages.
  - b. Health and Wellness:
    - i. **DOES (Paid Family Leave)**- This organization was represented during the National Maternal and Infant Health Summit.
    - ii. **Baby Scripts**- This organization was represented during the National Maternal and Infant Health Summit.
    - iii. **Wolomi**- This organization was represented during the National Maternal and Infant Health Summit.
    - iv. **Mama Glow**- This organization was represented during the National Maternal and Infant Health Summit.
    - v. **Black Mamas Matter Alliance**- This organization was represented during the National Maternal and Infant Health Summit.
    - vi. **Martha's Table**- This organization was represented during the National Maternal and Infant Health Summit.
    - vii. **Lyft**- This organization was represented during the National Maternal and Infant Health Summit.

- viii. **DC Health Benefits Exchange**- This organization was represented during the National Maternal and Infant Health Summit.
- ix. **National Birth Equity Collaborative**- This organization was represented during the National Maternal and Infant Health Summit.
- x. **Community of Hope**- This organization was represented during the National Maternal and Infant Health Summit.
- xi. **Mamatoto's Village**- This organization was represented during the National Maternal and Infant Health Summit.
- xii. **Mom Congress**- This organization was represented during the National Maternal and Infant Health Summit.
- xiii. **DC WIC**- This organization was represented during the National Maternal and Infant Health Summit.
- xiv. **Help Me Grow DC**- This organization was represented during the National Maternal and Infant Health Summit.
- xv. **March of Dimes**- This organization was represented during the National Maternal and Infant Health Summit.

c. CIVIC Engagement

i. Women's Equality Day Partners

1. Lyft provided round trip transportation vouchers for attendees through an agreement with Planned Parenthood
2. Several organizations were tabling partners and availed themselves with informational resources to attendees. This tabling partners were arranged as a resource fair that was activated during our event. Those groups included:
  - National Council for Negro Women
  - MOTA
  - DC Board of Elections
  - Anacostia Community Museum
  - Planned Parenthood
  - Positive Chalk DC

Funds for food, beverages, decorations, live art, a DJ, and keepsakes for attendees were paid by Washington Gas and DC Public Library Foundation.

- d. Excel Academy- (DCPS) the DC Commission for Women has adopted Excel Academy in Ward 8 and curates monthly engagements with the school.

6. Please describe how MOWPI supports the D.C. Commission for Women and how the Office and the Commission work together. ***The Commission works closely with MOWPI. The Commission for Women lends diverse perspectives and expertise to inform the agency on current community concerns. In turn, MOWPI serves as the administrative and operational arm of the Commission for Women. It staffs Commission meetings, establishes an overall agenda, and serves as a***

*direct liaison to the Executive Office of the Mayor and other District agencies.*

- a. How has MOWPI supported the Commission's efforts to develop policy recommendations? *Each year MOWPI works with the commission to curate programs like the women's policy bootcamp to engage women in the city in areas of advocacy, civic activism, and legislative development. MOWPI is proud to work with the commission this year to host the #BeTheMovement women's policy bootcamp in March of 2023.*
7. Please describe MOWPI's working relationships with other District agencies. MOWPI works to amplify government resources and investments to women and works with all 6 clusters to share resources. *We work with several agencies to curate women centered (and women led) programing, and those agencies are reflected above in the partnerships list.*
8. Please provide an update on MOWPI's efforts to work with the Mayor's Office of Community Affairs (MOCA) to ensure all MOWPI events are listed on MOCA's website. *To ensure maximum and equitable outreach to residents in all eight Wards, MOWPI's events, partnerships, and engagements are promoted through Mayor Muriel Bowser's, MOCA, and its 14 constituent offices, and partner's social media campaigns, emails to its listservs, and in-person canvassing.*
9. Please provide an update on MOWPI's efforts to work with MOCA to ensure resources for women are listed under "Community Affairs Resources" on MOCA's website. *Information regarding District Government resources are readily posted on MOCA's website.*
10. How does MOWPI share information with the public to raise awareness about issues affecting women and to promote opportunities and events in the District? How does MOWPI plan to reach a wider audience in FY23? *MOWPI is working with new partners including our women's professional sports teams to expand additional programing this year. Deepening our relationships with women owned businesses to curate programing in the community at local businesses and working with our sister agencies.*